

Compensation Report

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TOTALREWARDS BUILDER

Company

Programs

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Compensation

Compensation Report summarizes the total dollars reported in the reporting period.

Go to **Dashboard** then choose **Compensation**.

The report will provide a summary of the Total Compensation, Average compensation, number of employees who have received their statements.

Total Compensation

\$114,007,785.17

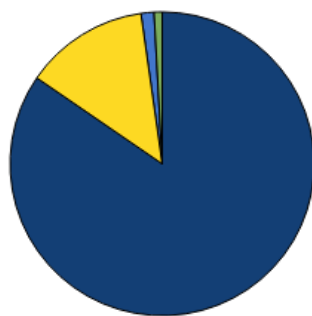
Average Compensation

\$249,469.99

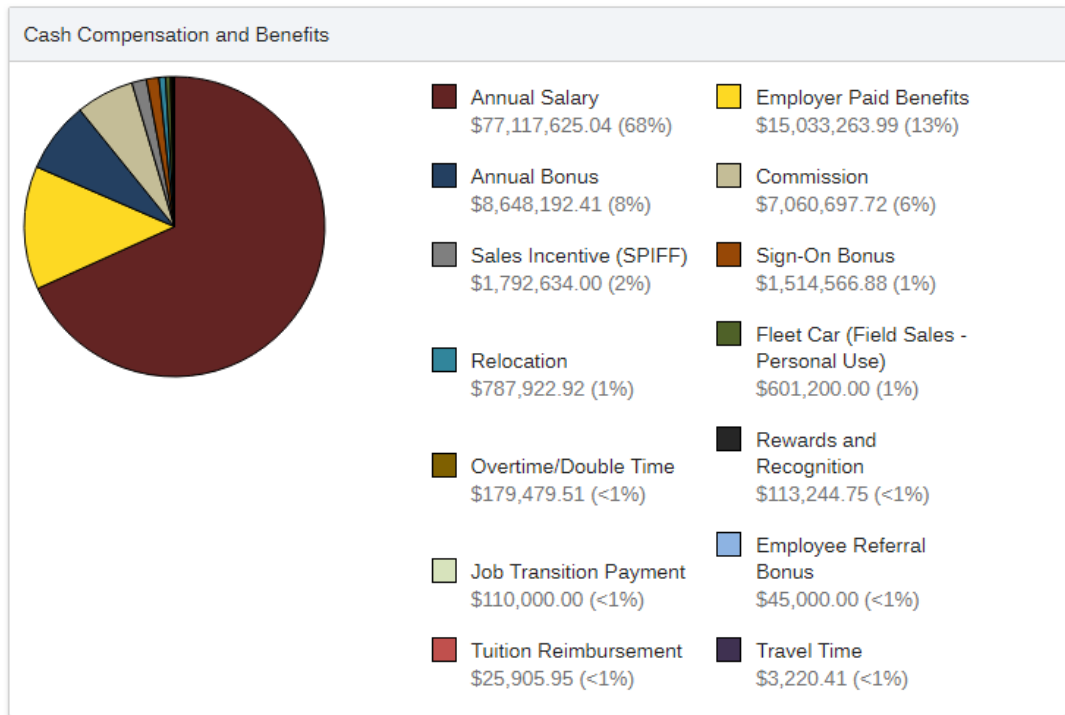
Number of Employees

457

Total Compensation



- Cash Compensation
\$96,423,195.56 (85%)
- Other Compensation
\$1,576,494.03 (1%)
- Benefits
\$15,033,263.99 (13%)
- Tax Savings
\$974,831.59 (1%)



To download report, click **print** link on the top right side of the summary

It will then show the Management report

May 15, 2019

HR Executive Management Report

An Analysis of Total Compensation



The following pages will show the detailed participation ratio in the various compensation and benefits programs available

Compensation and Benefits Contributions

COMPENSATION SUMMARY	Grand Totals	Number of Participants	Participation Ratios	Company Average
Commission	\$7,060,697.72	151	33.04	\$46,759.59
Sign-On Bonus	\$1,514,566.88	47	10.28	\$32,224.83
Sales Incentive (SPIFF)	\$1,792,634.00	82	17.94	\$21,861.39
Annual Bonus	\$8,648,192.41	220	48.14	\$39,309.97
Overtime/Double Time	\$179,479.51	25	5.47	\$7,179.18
Job Transition Payment	\$110,000.00	5	1.09	\$22,000.00
Annual Salary	\$77,117,625.04	457	100.00	\$168,747.54
Total:	\$96,423,195.56			

OTHER COMPENSATION	Grand Totals	Number of Participants	Participation Ratios	Company Average
Tuition Reimbursement	\$25,905.95	9	1.97	\$2,878.44
Fleet Car (Field Sales - Personal Use)	\$601,200.00	193	42.23	\$3,115.03
Relocation	\$787,922.92	20	4.38	\$39,396.15
Travel Time	\$3,220.41	4	0.88	\$805.10
Employee Referral Bonus	\$45,000.00	37	8.10	\$1,216.22
Rewards and Recognition	\$113,244.75	58	12.69	\$1,952.50
Total:	\$1,576,494.03			

EMPLOYEE PAID BENEFITS	Grand Totals	Number of Participants	Participation Ratios	Company Average
Medicare	\$1,175,389.45	456	99.78 %	\$2,577.61
State Disability & Unemployment Insurance	\$255,717.57	292	63.89 %	\$875.75
Vol. Long-Term Disability	\$13,857.36	72	15.75 %	\$192.46
Vol. Spouse AD&D	\$2,820.24	74	16.19 %	\$38.11

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Medicare	\$1,175,389.45	456	99.78 %	\$2,577.61